



## CITY OF NEWPORT BEACH BENEFITS SUMMARY

### Association of Newport Beach Ocean Lifeguards (ANBOL)

Effective July 1, 2012 through June 30, 2014

*This is a general outline of employee fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU).*

#### GENERAL PROVISIONS

**Recognition:** Recognition is restricted to active employees with job titles of Lifeguard I, II or III, who have worked the most recent summer season (or taken an approved leave of absence) and who have worked 240 cumulative hours.

#### COMPENSATION

**Salary Adjustments:** Effective the pay period including July 1, 2013, base salaries shall be increased 2.0%

**Bi-Lingual Pay:** Fifty cents (\$0.50) per hour for street conversational level Spanish. Testing is required.

**EMT Pay:** Fifty cents (\$0.50) per hour for certification. Effective July 1, 2013 one dollar (\$1.00) per hour.

**Compensation for Overtime:** Paid at 1.5 hours for each hour worked over 40.

#### FRINGE BENEFITS

**PARS Retirement:** All employees will be enrolled in the Public Agency Retirement Services (PARS) in lieu of Social Security. Both the Employee and the City make a contribution to this plan of 3.75% of salary.

**Equipment Allotment:** ANBOL members will be paid \$200 annually towards the purchase of UVA/UVB compliant sunglasses, sweat pants, full brimmed or ball cap style hat, equipment carrying bag, and replacement and/or repair of any work related equipment.

**Sunscreen:** Sunscreen and lip balm will be provided on an as needed basis.

**Skin Cancer Screening:** Annual exams will be provided. Employees that are scheduled to be screened off duty will be paid one (1) hour of compensation.

**Binoculars:** One pair of binoculars (in accordance with Fire Department S.O.P's) shall be provided at the start of employee's career with the City. Employees are responsible for loss or damage.

**Uniforms:** The following items will be provided once per season: one pair of uniform trunks and two uniform shirts. The following will be provided once per career: jacket, swim fins, mask and snorkel.

**Gym:** ANBOL members will be provided access to the City gym.

**Parking Passes:** One parking pass will be issued that provides blue pole parking year-round and meter parking June 15 to September 30.

**Identification Card:** ID card will be issued upon request.